



An Introduction to Menopause for Leadership teams

**Building
understanding.
Reducing stigma.
Creating a
supportive
workplace culture.**



Menopause NI

Empowering Women Together

Introduction



This workshop is designed for Leaders across organisations who want to know about menopause, the impact it has on their business, the legal and organisational risks of not being proactive and what good practice looks like.

Menopause is an increasingly important workplace conversation, yet many employees feel unsure how to discuss it or provide meaningful support. This interactive session builds knowledge, understanding, and confidence, helping workplaces move from silence to practical support.

Why This Matters

Menopause is not just a “women’s issue” – it is a workplace issue.

Organisations that are informed and confident can benefit from:

- Enhanced employee wellbeing and psychological safety
- Stronger retention of skilled, experienced staff
- Reduced misunderstanding, discomfort, and stigma
- A more inclusive and supportive workplace culture

Who It’s For

- Employees at Senior/Decision Making levels
- Mixed-gender teams
- Organisations committed to meeting legal requirements, inclusion, wellbeing, and effective people management

What the Workshop Covers



What Participants Will Learn

By the end of the workshop, participants will:

- Gain a clear understanding of menopause and perimenopause and the range of physical, emotional, and cognitive changes that may occur.
- Recognise the potential impact of menopause on employee performance, wellbeing, confidence, and engagement.
- Understand the role of leaders in creating a supportive and inclusive workplace culture.
- Identify practical ways to support employees through policy, adjustments, and organisational practices.
- Appreciate the strategic benefits of menopause awareness for retention, culture, and organisational resilience.

Cost & Duration

- **Cost:** £300 per session
- **Duration:** One hour

About Menopause NI



Siobhan Kearney brings over 25 years of senior leadership experience across the Community, Voluntary and cross-sector landscape, with extensive expertise in organisational development, strategic planning, governance, and workforce wellbeing. Prior to founding At One Wellbeing (2018) and Menopause NI (2020), she served for almost seven years as CEO of AWARE in Northern Ireland, leading organisational growth, service development, stakeholder engagement, and system-level change.

At Menopause NI, we believe menopause belongs firmly on the workplace agenda. Through our Menopause ChangeMaker® Programme, we work in partnership with organisations to build awareness, leadership capability, and lasting confidence across the workforce.

Our approach is structured, practical, and evidence-based. We support leaders, managers, and teams to move beyond conversation and embed menopause into policy, culture, and everyday practice. The result is not just increased awareness, but measurable organisational change.

For organisations seeking formal recognition, completion of the full Menopause ChangeMaker® pathway provides eligibility for assessment against the Investors in Menopause at Work™ Workplace Accreditation Standard, creating a clear route towards external accreditation and independent validation of good practice.

Above all, our work is about creating workplaces where experience is valued, talent is retained, and menopause is recognised as a strategic workforce priority.

**For inquiries about our
suite of Workplace
Programmes, contact
us.**



Menopause NI

E m p o w e r i n g W o m e n

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Menopause NI is a trading name of Menopause ChangeMaker Training Ltd.

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